

## Jill Hruby Fellowship Program

The Jill Hruby Fellowship Program recognizes and honors the achievements of Jill Hruby who served as President and Director of Sandia National Laboratories from 2015 to 2017, spent 34 years at Sandia, and was the first woman to be appointed director of a large multidisciplinary national security laboratory. The Fellowship's purpose is to attract and recruit women in engineering and science fields interested in technical leadership careers in national security. All qualified applicants will be considered for the Fellowship.

Selection will be based on a comprehensive application and interview process. Special attention will be given to recruiting and attracting outstanding women with demonstrated academic achievement and leadership capabilities. The intent is that over time, this Fellowship will become a nationally recognized program that will attract top talent to Sandia and may serve the DOE complex and the nation.

### Program Design

As postdoc employees of Sandia, Jill Hruby Fellows will conduct independent research and development that supports Sandia's purpose: *to develop advanced technologies that ensure global peace*. Fellows will propose their own research topic and benefit by having access to Sandia's state-of-the-art facilities and collaborating with some of the nation's best scientists and engineers. Fellows may work at either of Sandia's principal locations in Albuquerque, New Mexico or Livermore, California.

A member of Sandia's technical staff with experience/interest in the area of research proposed by the Fellow will be assigned to mentor the Fellow. This emphasis on research mentoring enables Fellows to become integral members of Sandia R&D teams while acquiring unique skills during their early career development. Candidates must have identified a mentor prior to applying (see item i. on page 3). If you need assistance finding a mentor to sponsor your application, please contact the Hruby Fellowship Coordinator, [HrubyFellowship@sandia.gov](mailto:HrubyFellowship@sandia.gov).

### Leadership Development

In addition to technical mentorship, Fellows will participate in a unique leadership development program that will prepare them for career advancement as recognized leaders in their field or institution. For example, fellows will:

- Participate in a leadership development program to develop skills in the following key areas:
  - Understanding character and values and the impact they have on leadership, behavior, and decision-making
  - Knowing how to think versus what to think
  - Gaining exposure to, increasing knowledge of, and building relationships with leaders, the institution, and other external entities

- Applying tools for thinking, leading, and communicating with confidence and courage through changing circumstance
- Be formally mentored by the Chief Research Officer and/or the Sandia California Associate Labs Director for Division 8000. This mentorship will benefit the selected participant through:
  - Increased awareness of Sandia and its overall culture
  - Enhanced personal and professional effectiveness
  - Opportunity to develop interpersonal and work skills
  - Access to an impartial “sounding board”
- Participate in selected external leadership development symposia for technical leaders and gain exposure at the national level to policy matters related to national security through visits to Sandia’s Washington, DC office and/or other sites.
- Serve on an internal leadership team that will allow the fellow to gain knowledge and experience in the overall management of the laboratory and the associated responsibilities, behaviors, and competencies that are important in the operation of a national security laboratory. An appropriate leadership team will be identified during the first year of the fellowship, with membership beginning second year as an observer/listener, and third year as a participant/contributor.

## Requirements

### Qualifications We Require

- Ph.D. conferred within the past three years or completion of Ph.D. requirements by commencement of appointment
- Evidence of strong academic achievement, excellent technical accomplishment, leadership and ability to team effectively
- No previous postdoctoral appointments at a national laboratory (internships excluded)
- Ability to obtain and maintain a DOE security clearance, which requires US citizenship
- Research in areas meaningful to national security

### Qualifications We Desire

- Creativity and self-motivation
- Good communication skills
- Interest in management/leadership
- Ability to work in a team-oriented, dynamic environment
- Demonstrated interest and/or experience in service to the nation
- Broad-based background and deep understanding in one or more of the following areas: bioscience, computing and information science, engineering sciences, geoscience, materials science, nanotechnology and microsystems, and radiation effects and high energy density sciences

## Benefits

Sandia's competitive wage and benefits package for this Fellowship will include an annual salary of

\$111,200; flexible work arrangements; 11 paid holidays; three weeks of vacation; health, vision, and dental insurance; and a 401(k) savings plan with company match.

## Application Procedure

The Jill Hruby Fellowship is a three-year appointment that typically will begin on October 1. The application deadline for fellows will be October 15 of the year prior to the October start date. All qualified applicants will be considered without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability or genetic information or other legally protected status.

To be considered, applicants must:

- Submit a CV online to job # 677944
- Submit, in the same document as the CV, up to 10 pages describing: a research proposal\* (5-10 pages), and a statement of interest (describing leadership experience and interest, interest in the position from a national security point of view, and long-term career plans, and the impact of the Hruby Fellowship on these career goals (500 words)).
- Include the following information on a cover sheet (may be up to 2 pages):
  1. Full name
  2. Current address, e-mail address, and permanent address for notification
  3. Telephone and/or cell numbers
  4. Short biography (up to two paragraphs)
  5. Current department and institution
  6. Title of proposed research project
  7. Abstract of proposed research project
  8. Title of doctoral thesis/dissertation
  9. Planned starting date of the fellowship
  10. Ph.D. granting institution and year of receipt (or date expected)
  11. A listing of all countries of which applicant is a citizen
  12. Name of a Sandia person/organization that fits your research interest and with whom you have discussed your research interests \*
- Request reference letters from three nationally recognized scientists, external to Sandia, in relevant disciplines who are knowledgeable about the candidate's capabilities and previous research, and who have been provided a copy of the candidate's research proposal. An additional letter from a Sandia expert is acceptable. The letters should not be included in the application itself, but should be sent by the author directly to Sandia to [HrubyFellowship@sandia.gov](mailto:HrubyFellowship@sandia.gov), on official letterhead and signed by the author.
- An official copy of undergraduate and graduate transcripts must be provided directly by the university to the coordinator, [HrubyFellowship@sandia.gov](mailto:HrubyFellowship@sandia.gov). All application materials must be **received electronically by 5 PM Mountain Standard Time on October 15, 2021.**

### \*Research Proposal

Provide a clear objective of the research, the expected results, and the impact that the proposed work may have on Sandia's technical capabilities. State the planned approach in order to clarify the direction of the research. Propose a schedule for the research and explain

the importance and benefits to Sandia and national security.

The Hruby Fellowship provides three years of funding for the salary of the Fellow, \$80K per year for purchases and other costs (technician time, student interns, etc.), and nominal funding (about 100 hours per year) for technical experts. The research proposal may include support for research and research-related activities. Requests may include: lab materials and supplies; conference/symposia support (includes travel, per diem and conference fees); professional society membership fee(s); and other support appropriate for the field of research. Identify new equipment required to conduct your research and/or your need to use Sandia's existing equipment.

Fellows may request additional funds beyond the \$80K per year allotted for purchases. All supplemental requests must be clearly identified and justified in the proposal. Items necessary and reasonable to conduct the proposed research will be provided (office space, computer, etc.) and need not be included in the budget request.